



ALBANIA COUNTRY ACTION PLAN  
FOR THE WOMEN'S LEGAL RIGHTS INITIATIVE  
OCTOBER 1, 2004 – SEPTEMBER 30, 2005

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## ACRONYMS

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CAO	Citizen's Advocacy Office
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CSO	Civil Society Organization
ICITAP	International Criminal Investigative Training Assistance Program
OPDAT	Overseas Prosecutorial Development Assistance and Training Institute
WAC	Women's Advocacy Center
WLR	Women's Legal Rights Initiative



## SECTION I

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### Introduction

#### A. Project Overview

The USAID Women's Legal Rights Initiative (WLR) is a task order under the Women in Development (WID) Indefinite Quantity Contract (IQC), which was signed by Chemonics International, Inc. on September 30, 2002. The WLR project is designed to contribute to the Office of Women in Development (EGAT/WID) Strategic Objective 3 (SO3) goals and intermediate results – *Women's Legal Rights Increasingly Protected* – and strengthen USAID Mission strategic objectives, particularly with regard to democracy and governance.

The WLR project team, in coordination with the USAID Europe and Eurasia (E&E) Regional Bureau, USAID/Albania, and EGAT/WID, selected Albania as a focus country for WLR activities in the E&E region. The WLR team worked closely with USAID/Albania to identify constraints and gaps in women's legal rights programming and design activities to address them.

As a result of extensive consultations with USAID/Albania, civil society organizations (CSOs), and government officials, WLR activities in Albania during the past year focused on three areas: anti-trafficking, family law, and domestic violence. These three areas were identified as priority issues by USAID and stakeholders in Albania.

In November 2003, WLR opened an office and initiated activities in Albania. The WLR Albania team immediately adopted a mission statement – “We work to strengthen and promote women's legal rights in order to change attitudes and improve people's lives in Albania.” In support of the mission statement and in the process of designing and implementing activities, WLR Albania is guided by these four key principles:

***Support coordination and leverage resources.*** WLR conducts activities in cooperation with a variety of CSOs and government institutions. In all of our activities, we seek to partner with others who can provide valuable resources to ensure a successful outcome. Our partners include the Magistrates' School, Citizen's Advocacy Office (CAO), Bar and Magistrates' Associations, the Committee on Equal Opportunities, other USAID implementers, and international organizations. One example is our successful coordination with the USAID-funded Land o' Lakes Star Leaders program to bring information and brochures about the new Family Code to villages around the country.

***Provide high impact, results-oriented technical assistance that promotes participation and transparency.*** Our efforts with the government's Committee on Equal Opportunities brings much-needed technical assistance to support the goals the committee set forth in its work plan, including our training on the development of a community coordinated approach to domestic violence. Similar training efforts with the Magistrates' School ensure that all future judges and prosecutors understand the importance of gender and focus on the needs of litigants, particularly victims of violence.

***Foster sustainability through strengthening capacity of local partners.*** We are working closely with the Citizen's Advocacy Office to draft a domestic violence law and obtain sufficient signatures from Albanian citizens to submit it to Parliament as a "citizen's bill." The project will include significant outreach to the community and build confidence in and capacity for CAO. During the coming year, we plan to coordinate with additional nongovernmental organizations to complete a CEDAW assessment and advocacy campaign that will also strengthen local partner capacity.

***Stimulate discussion and action on women's legal rights and economic empowerment.*** WLR Albania Legal Advisor Emira Shkurti utilized numerous opportunities to discuss women's legal rights on radio, television, and in community settings. Recently, following a high-profile abuse case, she was contacted directly by the media to discuss the implications of the case and the need for legislation to protect women's rights. Ms. Shkurti participates regularly in working groups on women's legal rights and rule of law issues.

## **B. Success Stories and Notable Achievements**

The Women's Legal Rights Initiative, in conjunction with USAID/Albania and EGAT/WID, is designed to strengthen and promote women's legal rights by enhancing opportunities for women to participate meaningfully in economic, social, and political aspects of life. The project focuses on four key areas: 1) improving the legislative framework to better protect women's legal rights; 2) enhancing justice sector capacity to enforce and interpret women's legal rights; 3) strengthening the capacity of civil society organizations to advocate for women's legal rights; and 4) increasing public awareness of women's legal rights. During the past year, WLR activities in Albania contributed to significant results and impact related to domestic violence, anti-trafficking and family law. Some of our key successes included:

"Despite 45 years of a Communist regime whereby gender equality was formally imposed from above, the role of women in Albania has always been one of inferiority with respect to men."

Initial and Second Periodic CEDAW Report –May 23, 2003

- Completion of family law trainings in cooperation with the Bar Association and the Notaries' Association;
- Adoption by the Ministry of Justice of WLR's English language translation of the new Family Code;
- Development and distribution of over 3,000 family law brochures;
- Completion of first training for judges of the Serious Crimes Court on anti-trafficking;
- Completion of training with community leaders, in cooperation with the Committee on Equal Opportunities, on the development of a community coordinated approach to domestic violence;
- Completion of three part training series on gender awareness, anti-trafficking, and domestic violence for students of the Magistrates' School; and
- Development of a family law benchbook (resource manual) for judges.

Progress achieved in the three focus areas is presented in greater detail below.

### **B1. Component One: Anti-trafficking**

For the first time in Albania, WLR successfully introduced a series of trainings on issues specifically related to gender and the law for students at the Magistrates' School. Anti-trafficking, one of the three components in this training program focused on the legal and social aspects of trafficking. A prosecutor from the General Prosecutor's Office and a sociologist from Refleksione, a local women's rights organization, co-taught this component. Each component included 14 classes of 90 minutes each taught over 7 weeks, from March 15 through early May 2004. The gender awareness and sensitivity portion was one of the most critical elements in the series. The twenty four students who participated in the training have now been appointed as judges and prosecutors throughout the country. As a result of the training, they now have a basis for understanding these issues and are able to respond appropriately, not only from the legal standpoint, but to the sociological aspects of their cases.

The anti-trafficking lecturers were very well prepared professionally and specialized on trafficking crimes... The only way we can reward their dedication and hard work is by respecting the criminal and procedural laws as well as by implementing the methods presented in these training sessions. It will be difficult to combat organized crime - it will require determination and sacrifices - but not impossible.

A second year student at the Magistrates' School

In April 2004, WLR Albania and the Magistrates' School organized the first training session for judges of the newly-established Serious Crimes Court. For two days the judges, along with defense attorneys and lawyers from CSOs, had an opportunity to examine and discuss new legislation on anti-trafficking, including definitions, procedures, protection measures and handling of witnesses. The emphasis on the handling of victims and witnesses, most of whom are women, was an important component of the training that improved the ability of the judges to handle these cases in a gender sensitive and equitable manner.

### **B2. Component Two: Domestic Violence**

The issue of domestic violence was also taught as part of the training series at the Magistrates' School. A prosecutor and a civil society activist served as lecturers and led the students through the particular characteristics of this crime and encouraged their discussions on methods to investigate and combat it. Students reviewed actual cases from local courts and discussed how they could have been handled more appropriately and effectively.

In cooperation with the Committee for Equal Opportunities, WLR Albania presented a seminar entitled, "Developing a Community Coordinated Response to Domestic Violence," held in Tirana on June 22-23, 2004. The large number of participants and their demand for materials evidenced the high level of interest in this topic. The participants drafted action plans for pursuing their own community coordinated approach, which included list of specific activities, challenges to be faced and a timeline for completion. Effective interaction between colleagues from different organizations and with the Committee was one of the many benefits of the program.

WLR Albania finalized the terms of cooperation with the Citizen's Advocacy Office to design activities to raise awareness about domestic violence and draft a domestic violence law. These activities are now underway and include a working group which is drafting the law and the preparation of public awareness materials. These materials will include leaflets, posters, and media campaigns. The draft domestic violence law will be presented throughout the country to citizens for their signature and then presented to the parliament as a "citizen's bill" for adoption next year.

### **B3. Component Three: Family law Initiatives**

In December 2003, the WLR Albania team translated the new Family Code into English. This translation is essential to international experts serving as trainers in family law trainings, for use by international organizations, and foreign missions in Albania, as well as local organizations. In July 2004, the WLR translation received official recognition from the Minister of Justice, thus becoming the official English version of the Family Code.

Based on the new Family Code the WLR team developed three brochures designed to help citizens understand the new provisions on property regimes, requirements for marriage, pre-

The training session on the new provisions of the Family Code was a practical seminar, which helps a notary in their everyday work, especially in drafting marital contracts. It was an excellent professional, cultural and social investment.

Arjan Xhaferllarri – Member of the Vlora Regional Chamber of Notaries

nuptial contracts, dissolution of marriage, and property division. These brochures have been in high demand and we continue to re-print and distribute them to citizens, government and civil society organizations. As part of our public awareness campaign on the new family code, the WLR Legal Advisor met with citizens in Tirana, Durres, and Kavaja and discussed the new law with them and distributed brochures. These meetings

were organized in cooperation with USAID implementers the National Democratic Institute (NDI) and Land o' Lakes.

In June and July 2004, WLR completed two family law seminars, one in Tirana and the other in Vlora, with family law attorneys and notaries. An American judge and an Albanian attorney, who was one of the drafters of the Family Code, served as trainers and presented new practices and solutions to properly implement the code. The American judge in cooperation with a local family law specialist developed a Family Law Benchbook that will assist judges in the practical implementation of the family code. Copies of the benchbook will be distributed during trainings sessions with judges scheduled for 2004-2005.



## SECTION II

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### Detailed Approach to Country Action Plan Implementation

#### **A. Coordination with USAID**

WLR will continue to implement project activities in coordination with USAID/Albania and will reinforce the mission's relevant strategic objectives and complement other mission activities. The WLR team will ensure that the activities in the action plan do not duplicate the work of other donors and that they support the goals and objectives of this project. Implementation of this project will be guided by EGAT/WID's CTO and SO 3 team and by mission strategic objectives, including SO 2.2: Legal Systems that Better Support Democratic Processes and Market Reforms. In all cases, the WLR team will ensure maximum collaboration and coordination with USAID programs and partners.

The local WLR staff as well as Washington, DC-based core team members will continue their regular communication with the USAID/Albania mission including attending Nexus meetings, e-mail correspondence, telephone, and fax. Local staff members are available to attend necessary meetings and provide requested data or information. USAID/Albania will continue to be advised of and invited to participate in all activities such as training sessions, roundtables, or other relevant meetings. As has been the practice during the past year, the mission will be provided with quarterly reports and any other required reports on a timely basis.

#### **B. Collaborating Partners, Leveraging of Resources, and Plans for Sustainability**

To implement the projects described herein the WLR team will collaborate with a number of local partners. These will include:

- Government and CSOs – to complement ongoing or pending advocacy campaigns by providing technical legal expertise, particularly the Committee on Equal Opportunities and the Ministry of Labor and Social Affairs and Ministry of Justice.
- The Magistrates' School – to enhance its capacity to train judges and other legal professionals.
- OPDAT and ICITAP – in their ongoing efforts to combat trafficking and in the implementation of a witness protection law and in the Rule of Law Consortium.
- Local CSOs – as part of the on-going domestic violence initiative and in the implementation of the CEDAW Assessment tool.

To leverage resources and achieve sustainability, in addition to our expected results, the WLR program works to ensure coordination with a wide variety of partners and stakeholders. Our local team members regularly attend coordination meetings including the International Rule of Law Consortium, the Gender Working Group, and Nexus meetings.

## C. Key Country Action Plan Components

During the first year of activities in Albania, WLR focused on three main areas: anti-trafficking, family law, and domestic violence. All of those issues will continue to be addressed in the coming year as part of a larger, integrated program designed to improve the status of women and empower citizens to advocate for women's rights. Activities will be guided by conducting the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) assessment tool and building an advocacy and public awareness campaign around that process. As a result, an extensive "report card" on the status of women rights, both factually and legally, will be written, published and widely disseminated as an advocacy tool. As a part of CEDAW activities, WLR will continue work on raising awareness about domestic violence and promulgating a domestic violence law with the Citizen's Advocacy Office and judicial training on gender and the law issues, such as family law and anti-trafficking, with the Magistrates' School. These three integrated components - CEDAW, domestic violence, and judicial training - are presented below.

### C1. Component 1: CEDAW Assessment Tool and Advocacy Campaign

**Overview and strategy.** On May 11, 1994, Albania became a state party to CEDAW. The Government of Albania filed their initial and second periodic report, together, in May of 2002. The report noted (paragraph I.1.2., p.23) that since ratification of the convention Albania has not revised existing legislation in order to comply with the convention. The report also notes (paragraph I.1.3., p.23) that "despite a modern and non-discriminatory legislation with regards to women, practical application and enforcement of the right to equality still needs improvement." The report goes on to note that the man is usually considered the head of the family and decides where to live, holds title to land, and receives inheritance. The report states that despite legal provisions guaranteeing women's human rights, women still face numerous obstacles in the exercise and access thereof, particularly in decision making, employment opportunities and access to health care.

The CEDAW assessment tool is designed to measure compliance, or the lack thereof, of national laws with the international norms provided by CEDAW as well as to determine whether women, in practice, are accorded the rights guaranteed to them pursuant to law. The first portion of the assessment tool is a *de jure* analysis that consists of reviewing the laws of Albania, through technical assistance from local lawyers experienced in women's legal rights. A series of questions are provided that cover all substantive sections of CEDAW in order to determine the level of legal compliance. The *de facto* analysis involves a series of focus groups and interviews with individuals including judges, doctors, students, media representatives, NGO leaders as well as many others. Suggested questions are provided that cover each article of CEDAW and can be adapted to any culture. The end result is a "report card" of the legal status as well as the reality of being able to exercise those rights for women. Even more important to the process is utilizing the tool as a public awareness and advocacy program. The process will inform women of their rights under CEDAW, identify the areas of legislation that need improvement, and shed light on the problems women face in achieving their rights.

This report will provide the basis for identifying other targeted assistance to support women's legal rights in the future including programs such as support to the judiciary, NGOs advocating against violence, anti-trafficking initiatives, and other issues that would be identified in the process. It is important that the legal issues facing women also be integrated into ongoing projects, not just WLR initiatives. A number of legal issues may arise as a result of this activity including women's access to credit, women in decision making positions, women's ability to enter into contracts, and property issues. To ensure women's equal participation, these issues must be addressed in a systematic way. This may include the development of appropriate legislation that will allow and encourage women's participation, public awareness and training

"Both in the family and society the role of men is considered to be the most important as the breadwinner, while women are seen in their reproductive role of wives and mothers. While in the capital Tirana, sex role distinctions are not so sharp, in smaller towns and in rural areas the persistence of sex roles is extremely visible."

Initial and Second Periodic CEDAW Report –May 23, 2003

for women to be empowered to participate, and public awareness activities designed to change cultural attitudes so that women are afforded the opportunity to participate fully in society.

**Key activities.** WLR will provide training for a panel of attorneys who will conduct the *de jure* assessment, as well as a team of interviewers who will conduct the *de facto*

assessment. After appropriate training the attorneys and interviewers will complete their portions of the assessment tool and provide written analysis and reports from interviews. Interviews will be held throughout the country and coordinated with local NGOs. A series of focus groups may also be utilized on topics such as health care, education, or the political process. A final report, in both Albanian and English, will be published and widely distributed.

More important, public awareness and advocacy initiatives will be built into the process and as a follow-on to the final report. The public awareness campaign will inform women of their rights and increase the stature of women in general within the Albania society. CEDAW awareness and advocacy trainings will be held in a number of locations. These trainings will illustrate the compliance, or lack thereof, with CEDAW and the need for additional legislation and mechanisms to protect women's rights. Trainings and coordination with NGOs will emphasize how the report can be effectively utilized as an advocacy tool to ensure implementation of women's rights and the development of appropriate legislation.

**Resources.** The WLR Legal Specialist will have primary responsibility for these activities with support from the Women's Legal Rights Advisor Emira Shkurti and Administrative Assistant Manjola Orgocka. Local and international short-term technical experts will be used as necessary, including local legal experts, psychologists, and interviewers.

**Targets.** The targets for this action plan period are:

- CEDAW assessment report completed
- Public awareness campaign on the legal rights of women pursuant to CEDAW implemented

- Advocacy campaign to support compliance with CEDAW and the implementation of women's legal rights developed

## **C2. Component Two: Domestic Violence Initiatives**

**Overview and strategy.** As part of the activities related to the CEDAW assessment, WLR will continue its ongoing activities concerning domestic violence. The CAO efforts to provide public awareness campaigns on violence against women and draft new legislation to make domestic violence a separate criminal act are well underway.

"Unlike street violence, which is generally considered a crime, family violence against women and children has been viewed as legitimate, acceptable and even desirable, or it has been ignored because it occurs in the private sphere of the home."

UNICEF report on Domestic Violence in Albania, 2004

**Key activities.** The key activities regarding domestic violence are:

- Preparation of leaflets, posters, and media spots on domestic violence
- Conduct roundtable discussions on the draft domestic violence law throughout the country and collect signatures for "citizen's bill."

**Resources.** WLR will provide resources to CAO to conduct the public awareness campaign and obtain signatures for submission of the draft domestic violence law as "citizen's bill." The WLR Legal Specialist will have primary responsibility for these activities with support from the Women's Legal Rights Advisor Emira Shkurti and Administrative Assistant Manjola Orgocka. Additional local and regional short-term technical experts will be used as necessary.

**Targets.**

- Domestic violence awareness campaign completed
- Signatures for draft domestic violence law as "citizen's bill" collected
- Draft domestic violence law presented to parliament

## **C3. Component Three: Judicial Training Initiatives**

**Overview and strategy.** WLR will support a special series of training programs, similar to those completed during year one, with students of the Magistrates' School including gender issues domestic violence and trafficking. WLR will also support the participation of a representative from the Magistrates' School to attend the Second International Conference on the Training of the Judiciary in Ottawa, Canada in November 2004. The Conference will include more than 250 judicial experts and representatives of judicial training centers from over 80 countries worldwide. The agenda includes sessions on designing judicial education curriculum and methods of educating newly-appointed judges, and integrating substantive law, skills

development and social context. There will be opportunities for the representative from the Magistrates' School to expand her knowledge of training resources available, and most of all, develop a peer network that will provide her, and the Magistrates' School, with the resources to continue to refine and develop an Albanian jurisprudence and body of trained judges and judicial personnel to implement women's legal rights.

**Key Activities.** The key activities to support judicial training on women's legal rights are:

- Participation of a representative from the Magistrates' School at the international judicial training conference in Canada
- Preparation of a series of training programs on gender and the law, including family law, domestic violence, and anti-trafficking, for students at the Magistrates School

**Resources.** The primary person responsible for this activity will be the Legal Specialist with support from the Women's Legal Rights Advisor Emira Shkurti and Administrative Assistant Manjola Orgocka. Additional local short-term technical experts will be used as necessary.

**Targets.** We expect the following targets to be achieved:

- Report on international judicial training conference completed
- Series of training programs on gender and the law conducted
- An anti-trafficking resource manual for Serious Crimes Court judges completed and distributed
- Translation and publication of "Drafting Gender Aware Legislation" booklet completed

## **D. Management and Monitoring and Evaluation**

### **D1. Staff and Management**

Our legal advisor, Emira Shkurti, and administrative assistant, Manjola Orgocka, will continue to be responsible for the day-to-day management of the program. Core WLR team members will continue to travel to Albania regularly to check the status of the projects, provide necessary technical assistance, and programmatic troubleshooting as needed. During the past year these visits have been conducted on a quarterly basis and it is anticipated that this trend will continue for the coming year. We have developed effective communication systems during the past year and therefore, we will continue those systems through daily e-mails, weekly telephone conferences and additional communications as needed between the offices in Albania and Washington, D.C. The core team will also identify technical experts, as needed, on a specific topic to travel to Albania and provide assistance and/or training to support the program. Local staff, in coordination with partner organizations, will identify local experts and organizations necessary to achieve the goals of the project.

## D2. Performance Monitoring

Below is the performance monitoring plan for the Women's Legal Rights Initiative. Following the chart is a detailed synopsis of those indicators that will be utilized by the Albania portion of the Initiative.

### Performance Monitoring Plan Women's Legal Rights Initiative

#### ► SO 1: Women's Legal Rights Increasingly Protected

##### ► IR 1: Improved Legislation to Protect Women's Legal Rights

- Indicator 01: Number of changes to national legislation to comply with international human rights standards and commitments
- Indicator 02: Number of legislative actions taken to embody women's rights in law (new, repealed, reformed bills introduced, debated, committee meetings held, working groups conducted, testimony given, voted on)
- Indicator 03: Number of executive branch policy directives in support of women's legal rights

##### ► IR 2: Enhanced Justice Sector Capacity to Interpret and Enforce Women's Legal Rights

- Indicator 01: Percent of violations of women's legal rights (i.e., cases of violence against women, sexual assault, trafficking) reported to police or prosecutors that are presented in court.
- Indicator 02: Number of legal professionals trained in women's legal rights and international human rights law
- Indicator 03: Number of judicial decisions that cite international human rights law
- Indicator 04: Number of mechanisms available for improving access to legal redress (women's bar associations, specialized courts, i.e., family courts, special police cells, units or stations, women in the justice system)
- Indicator 05: Number of legal professionals using project sponsored publications on women's legal rights

##### ► IR 3: Strengthened CSOs Ability to Advocate for Women's Legal Rights

- Indicator 01: Percent of CSOs utilizing training on women's legal rights and international human rights to advocate for women's legal rights s (working in women's human rights research, advocacy, training or legal assistance)
- Indicator 02: Number of CSOs with multiple funding sources
- Indicator 03: Number of CSOs submitting reports to national, regional and international human rights monitoring bodies
- Indicator 04: Number of legislative and/or policy actions taken as a result of civic advocacy (i.e., actions in favor of women's legal rights in cases of rape, violence, land)

##### ► IR 4: Increased Public Awareness of Women's Legal Rights

- Indicator 01: Number of media stories that reference women's legal rights
- Indicator 02: Number of publications or campaigns developed to educate women and the public on women's legal rights

The table on the next page details the activities, the relevant IRs, the applicable indicator, and the expected results of that activity:

### Component One: CEDAW Assessment Tool and Advocacy Campaign

Activity	Relevant IRs	Indicators	Expected Results
Completion of the CEDAW assessment tool, resulting in a published report illustrating the compliance or lack there-of with CEDAW	IR1: Improved Legislation to Protect Women's Legal Rights	Indicator 1: Number of changes to national legislation to comply with international human rights standards and commitments	The completed CEDAW report will provide an analysis of national law and its compliance or lack thereof with international law and will provide recommendations for laws that need modification or adoption in order to ensure that women's legal rights are adequately protected. The report itself will provide hard evidence for NGOs and ministries to lobby for the appropriate changes.
	IR2: Enhanced Justice Sector Capacity to Interpret and Enforce Legislation that Protects Women's Legal Rights,	Indicator 2: number of legal professionals trained in women's legal rights and international human rights laws	Legal professionals will be trained in the proper methods for conducting the tool and analyzing the legal provisions from an international and human rights perspective. Through this process and the completion of the assessment tool, these professionals will gain valuable expertise in women's legal rights.
Public awareness campaign on the legal rights of women pursuant to CEDAW and national legislation	IR4: Increased Public Awareness of Women's Legal Rights	Indicator 2: Number of publications or campaigns developed to education women and the public on women's legal rights.	The process of completing the tool will serve as an opportunity for increasing public awareness. Through interviews, focus groups, and community roundtables citizens will be better informed about these human rights protections and how to achieve those rights.
Advocacy campaign to support compliance with CEDAW and the implementation of women's legal rights	IR3: Strengthened CSO Ability to Advocate for Women's Legal Rights	Indicator 1: percent of CSOs utilizing training on women's legal rights and international human rights to advocate for women's legal rights	The assessment process will include a significant training component on all issues covered in CEDAW to ensure that women are aware of their rights and more importantly that they are advocates for those rights.

### Component Two: Domestic Violence Initiatives

Activity	Relevant IRs	Indicators	Expected Results
Technical assistance for the development of a Domestic Violence Law	IR 3. Strengthened CSOs Ability to Advocate for Women's Legal Rights  and  IR 1. Improved Legislation to Protect Women's Rights	Indicator 4: Number of legislative and/or policy actions taken as a result of civic advocacy  and  Indicator 2: Number of legislative actions taken to embody women's rights in law	A domestic violence law that will protect women from violence and reduce the number of incidences. Furthermore, the process of drafting and adoption of the law will enlighten and inform the community and decisions makers about this serious problem and the need to combat it.
Training of legal professionals and	IR 2. Enhanced Justice Sector Capacity to	Indicator 2: Number of legal professionals	Development of a community coordinating council will result in

technical support to NGOs for public awareness and advocacy	Interpret and Enforce Legislation that Protects Women's Rights  and  IR 3. Strengthened CSOs Ability to Advocate for Women's Legal Rights  and  IR 4. Increased Public Awareness of Women's Legal Rights	trained in women's legal rights and international human rights law  and  Indicator 1: Percent of CSOs utilizing training on women's legal rights and international human rights to advocate for women's legal rights  and  Indicator 2: Number of publications or campaigns developed to educate women and the public on women's legal rights	better services and protection for victims and encourage victims to pursue their right to be free from violence. Well trained legal aid providers and CSOs will advocate for the protection of women from violence and the proper enforcement of the law. These efforts will empower women to utilize the services and legal processes available to protect themselves.
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### Component Three: Judicial Training Initiatives

Activity	Relevant IRs	Indicators	Expected Results
Training of Judges	IR 2. Enhanced Justice Sector Capacity to Interpret and Enforce Legislation that Protects Women's Rights	Indicator 2: Number of legal professionals trained in women's legal rights and international human rights law	Well-educated judges who can ensure proper enforcement of the law. Better understanding and enforcement of the law will ensure protection of the rights of litigants, many of whom are women.
Training of Legal Professional	IR 2. Enhanced Justice Sector Capacity to Interpret and Enforce Legislation that Protects Women's Rights	Indicator 2: Number of legal professionals trained in women's legal rights and international human rights laws	Well trained attorneys who can advise and advocate on behalf of their clients in family law cases. Proper training will give attorneys the ability to protect the rights and property of their clients, many of whom are women.

WLR Albania also contributes to USAID/Albania strategic objectives as described in the table below:

► **SO 2.2: Legal Systems that Better Support Democratic Processes and Market Reforms**

► **IR 1: Legal Sector Institutions Improved**

- Indicator 03: Enhanced capacity of justice sector institutions to interpret and enforce women's legal rights. This indicator tracks those cases of violations of women's legal rights that are reported to police and prosecutors and for which further action is taken, i.e. presentation in court

► **Sub - IR 1.1: Legal Education Improved**

- Indicator 02: Improvement of knowledge of legal professionals in the field of women's legal rights. Number of legal professionals trained in the field of women's legal rights and international human rights law

► **IR 2: Greater Advocacy for a More Transparent Legal System**

- Indicator 04: Improved legislation to protect women's legal rights. Changes to the



Albanian legislation in support of women's legal rights. This indicator is disaggregated by : a) changes to national legislation to comply with international human rights standards and b) executive branch policy directives in support of women's legal rights

## ANNEX A

### Work Plan Timeline

Objectives	Activities for Achievement	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July	Aug	Sept	Responsible Parties
<b>Management</b>	Implement a communications strategy between local office and DC	■	■	■	■	■	■	■	■	■	■	■	■	Team
	Ensure compliance with USAID financial regulations and Chemonics home-office accounting procedures	■	■	■	■	■	■	■	■	■	■	■	■	PA, APA
	Monitor and track project funds	■	■	■	■	■	■	■	■	■	■	■	■	PA
	Maintain communication with EQAT/WID (CTO and CO) and missions	■	■	■	■	■	■	■	■	■	■	■	■	COP, LS
	Review program implementation progress against work plan (monthly)	■	■	■	■	■	■	■	■	■	■	■	■	COP, LS
	Maintain M & E Systems	■	■	■	■	■	■	■	■	■	■	■	■	Team
	Collect information and examples for best practices report	■	■	■	■	■	■	■	■	■	■	■	■	Team
	Prepare quarterly and annual reports			■		■			■				■	LS, PA
<b>Component 1 - CEDAW Assessment Tool and Advocacy Campaign</b>	Identify Partner Organization		■											LS, LA
	Develop timeline for activities		■											LS, LA, AA
	Hire and train lawyers for de jure assessment			■										LS, LA
	Identify and train interviewers for de facto assessment			■										LS, LA
	Complete de jure assessment			■	■	■								Consultants
	Complete interviews/focus groups			■	■	■								Interviewers
	Write CEDAW Assessment Report					■	■	■						LS, LA
	Conduct Gende/CEDAW trainings at Magistrate's School					■	■	■						Magistrate's School
	Develop public awareness materials for CEDAW Campaign		■	■										LS, LA with CSOs
	Conduct CEDAW/know your rights public awareness campaign			■	■	■	■	■	■	■	■	■	■	LS, LA
	Develop Advocacy Training Programs and Schedules				■									LA, AA w/CSOs

Objectives	Activities for Achievement	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July	Aug	Sept	Responsible Parties
	Complete Advocacy Trainings					■		■		■		■		LS,LA, CSOs
	Coordinate lobby/advocacy campaign for new legislation with CSOs								■	■	■	■	■	LS,LA, CSOs
	Distribute CEDAW report									■	■	■	■	LS,LA, CSOs
	Kick-off advocacy campaign with presentation of report/press conference									■				LS,LA, CSOs
<b>Component 2- Domestic Violence</b>														
	Domestic violence awareness campaign		■	■	■	■	■	■	■	■	■			CAO
	Drafting Domestic violence Law	■	■	■	■									CAO
	Obtaining Signatures for "citizen's bill"				■	■	■	■						CAO
	Presentation of and advocacy for DV law							■	■	■	■			CAO
<b>Component 3- Judicial Training</b>														
	International Judicial Training Conference	■	■											COP, LS, LA
	Judicial Training on Gender and the Law					■	■	■						LS, LA

**Legend:** COP- Chief of Party; LS - Legal Specialist; PA - Project Administrator; APA - Assistant Project Administrator: